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DCI Panels

One Approach

1. Purpose and Concept. To generate ideas for the improvement of the CIA. Small groups (representative cross-sections of CIA personnel) meet with a monitor/facilitator to develop and present to the DCI a slate of recommendations for actions which should be taken to improve the CIA or its product. Ideas must be beneficial not just for the sake of change.

2. Mechanism.

o Groups

- 10 - 20 persons
- some selected for homogeneous interests, others for heterogeneous interests.
- 1-2 facilitators per group. Main job to keep group on track and direct toward ideas that are really relevant and beneficial.

o Meetings

- structured, with good explanation of purpose by monitor/facilitator.
- group meets for 2-5 consecutive days full-time. (first few groups' duration will be judged by monitor, then a best duration set for remaining groups).

o Action Board

- responsibilities:
  - o provides monitor
  - o monitors preparations
  - o monitors group meetings keeping record of ideas, etc.
  - o assists groups to prepare their ideas for presentation to DCI (ensures presentation is succinct; high quality).

- o staffs ideas approved by DCI with cognizant section of Agency for their ideas, recommendations, suggestions for implementation, etc.
- o Oversees implementation of ideas
  - establishes milestones
  - ensures feedback both to the group which originated the idea and to rest of Agency.
  - Board consists of both young chargers and more experienced personnel with a sense of organizational continuity.

#### 0 Schedule

- Group assembles briefly 1-2 days prior to first meeting to be instructed on objectives and to have time to think about what they want to do; to be prepared to be off and running at first meeting.
- Group meets for 2-5 days.
- On last day, group meets with DCI for up to one hour to present recommendations and rationale. Action Board and group monitor also present.
- Target initially on 4-6 weeks turnaround time, i.e., approved ideas fully implemented with results fed back to group/Agency within 4-6 weeks. New group not convened before majority of 1st group's ideas implemented (determined by saturation point of Action Board).